

2006 台灣職業教育與訓練學術研討會暨東亞職業教育與訓練學會 2006 年會，
2006 年 11 月 2-3 日

以潛在成長模型觀點探討創新績效對組織績效之動態影響研究

王誕生；姚佩欣；徐其力

摘要

在知識經濟的當下，與創新相關的議題一直受到學者與企業界廣泛的探討；而且，組織創新能力被視為提昇企業競爭力與營運績效之重要關鍵因素。但是對於創新與組織績效間的因果關係及動態影響情形則較少進行探討。本研究以 2002 年天下雜誌所列之 1000 大製造業為研究樣本，針對 126 個有效固定樣本的縱貫性資料（2002 至 2005 年），以潛在成長曲線模型（Latent Growth Curve Modeling, LGM）分析企業創新績效與組織績效的動態因果關係。企業創新與營運績效分別以研發密度與員工產值來進行衡量。研究結果發現：在控制了企業規模、資本額、經營策略、營業收入、產業別與市場競爭程度等組織屬性變項後，企業初期創新研發經費的投入會顯著的影響當年度的員工產值，但對員工產值成長率則無顯著影響；研發經費比例的增加率則會顯著且正向的影響員工產值成長率。

關鍵字：創新績效；組織績效；潛在成長模型

The Effects of Job Demand-Control Model and Work Motivation on Job Performance

王誕生; 高郁雯

Abstract

The study adopts Karasek's Job Demand-Control Model (JD-C) to discuss the relationship among job demand, job control, work motivation and job performance. We obtained 6 purposive sampling electric companies, and 218 valid questionnaires were responded. Analyzed results appear job demand and job control would influence job performance significantly, and we do not find that job control would moderate the relationship between job demand and job performance. Role ambiguity, job method control, and job time control have main influence for job performance. As for work motivation, the need for power not only influence job performance positively, and mediate the relationship between role ambiguity and job performance. Follow the research finding, the study has recommendations for theories and managerial practices.

Key words: Job demand; Job control; Work motivation; Job performance